

# WRSD Mandated Trainings

September 2021

# Mandated Reporting of Suspected Abuse or Neglect

# Mandated Reporting of Suspected Abuse or Neglect

Under Massachusetts General Laws Chapter 119, § 51A:

Any administrator, teacher, counselor, psychologist, nurse or social worker who in his/her professional capacity shall have reasonable cause to believe that a child under eighteen years of age is suffering physical or emotional injury resulting from abuse inflicted upon him/her which causes harm or substantial risk of harm to the child's health or welfare including sexual abuse, or from neglect, including malnutrition, becomes a mandated reporter.

# Mandated Reporting of Suspected Abuse or Neglect

## How to Report

- ❖ The school staff member informs the principal or administrator in charge if she/he has reasonable cause to believe that a child under the age of 18 years is being abused or neglected. Mandated reporters are not investigators and need only have reasonable cause.
- ❖ The building principal, staff member informing the principal, in consultation with any other appropriate members of the school staff shall make a determination whether or not the case in question is a reportable case.
- ❖ It is to be expected that the confidentiality of such matters be strictly maintained.

# Mandated Reporting of Suspected Abuse or Neglect

## Reporting (Continued)

- ❖ In instances where a difference of opinion exists and the principal determines that the case is not reportable, any staff member may report the case to DCF on her/his own. In this instance, the staff member must notify the principal or designee that s/he has reported the case.
- ❖ The District shall not discharge or in any manner discriminate or retaliate against any person who in good faith makes such a report as provided for in this policy, testifies or is about to testify in any proceeding involving child abuse or neglect.

# Mandated Reporting of Suspected Abuse or Neglect

## Reporting (Continued)

- ❖ Once a determination is made to report a case of child abuse or neglect, an oral report must be made to DCF. If the principal wishes to report the case as the mandated reporter instead of a staff member, the staff member should be present when the principal makes the oral report to DCF.
- ❖ Within 48 hours of making the oral report, [Form 51A\\*](#) must be completed and signed by the person making the oral report and sent to DCF.
- ❖ If the suspected abuser is an employee of the District, the mandated reporter or the principal shall notify the superintendent or designee immediately.

\*<http://worcesterda.com/wp-content/uploads/2015/04/51A-Report-Form-2014.pdf>

# Mandated Reporting of Suspected Abuse or Neglect

## References

- ❖ [School Committee Policy P6614 Policy Relating to Pupil Services: Child Abuse/Neglect](#)
- ❖ [WRSD School Committee Policy P6434: Policy Relating to Pupil Services: Sexual Harassment](#)
- ❖ [M.G.L. 119 Sec. 51A](#)

# Non-Discrimination



# Non-Discrimination

The Wachusett Regional School District does not discriminate on the basis of race, color, sex, religion, age, national origin, sexual orientation, gender identity, disability, or other protected category in the operation of the educational programs, activities, or employment policies.

# Non-Discrimination means...

No person will be excluded from or discriminated against in admission to a public school in any town, or in obtaining the advantages, privileges and courses of study in such public school on account of race, color, sex, religion, age, national origin, sexual orientation, gender identity, or disability,\*

\*Source-School Committee Policy P6631

# Non-Discrimination

- ❖ The Committee's policy of non-discrimination extends to students, staff, the general public, and individuals with whom it does business.
- ❖ If someone has a complaint or feels that they have been discriminated against because of their race, color, sex, gender identity, religion, national origin, sexual orientation or disability, their complaint should be registered with the District's Title IX compliance officer, Jeff Carlson, the District's Equity Coordinator, Christine Smith, the Deputy Superintendent, or the Superintendent.

# Non-Discrimination

## References

- ❖ [SC Policy P6631 Non-Discrimination](#)
- ❖ [SC Policy 6437 Promoting Civil Rights and Prohibiting Harassment, Discrimination and Hate Crimes](#)
- ❖ [Title IX of the Education Amendments of 1972 \(Title IX\)](#)

# General Harassment

# Harassment

- ❖ The Wachusett Regional School District prohibits all forms of harassment, discrimination and hate crimes related or unrelated to race, color, religion, national origin, ethnicity, sex, sexual orientation, age or disability.
- ❖ The District will not tolerate retaliation against those taking action consistent with this policy. Threats or acts of retaliation, regardless of how they are expressed, are serious offenses that will subject the violator to significant disciplinary or other corrective actions.

# Harassment

- ❖ The Wachusett Regional School District is committed to providing our students and staff with a safe learning environment free from harassment and discrimination.
- ❖ This extends to behaviors at school or school-related activities including staff development, extracurricular activities and those involving parents.
- ❖ The District will promptly investigate all reports and complaints of harassment, discrimination and hate crimes, and will take prompt, effective action to end such behaviors including, when appropriate, referral to law enforcement agencies.

# Harassment is...

- ❖ Harassment is oral, written, graphic, electronic, or physical conduct on school property or at school-related activities relating to an individual's actual or perceived race, color, national origin, ethnicity, religion, sex, sexual orientation, age, or disability that is sufficiently severe, pervasive or persistent so as to interfere with or limit an individual's ability to participate in or benefit from the District's programs or activities by creating a hostile, humiliating, intimidating, or offensive educational or work environment.\*
- ❖ For purposes of this policy, harassment shall also mean conduct that, if it persists, will likely create such a hostile, humiliating, intimidating, or offensive educational environment.
- ❖ A single incident may, depending upon its severity, create a hostile environment.

\*As defined by [School Committee policy 6437](#)



# Harassment

## Student and Staff Responsibilities

- ❖ Every student and staff member are responsible for complying with this policy and ensuring that she/he does not harass, discriminate or perpetuate a hate crime against another person on school grounds or at a school-related activity.
- ❖ Further, each student and staff member is responsible to make sure that he/she does not retaliate against any person who reports or files a complaint, or who helps someone report or file a complaint, or for cooperating in the investigation of a report of complaint.

# Harassment

## Reporting Harassment, Discrimination or Hate Crimes

- ❖ A person can report any case of harassment, discrimination or hate crimes to the District's Title IX compliance officer, Jeff Carlson, the District's Equity Coordinator, Christine Smith, the Deputy Superintendent, or the Superintendent.
- ❖ Students can report any case of harassment, discrimination or hate crimes to any adult in the school who is then responsible to inform the building principal or designee.

# Harassment

## Reporting Harassment, Discrimination or Hate Crimes

- ❖ In situations where a student or staff member is uncomfortable reporting the incident to a designated official, he/she may report it to a trusted school employee who must promptly inform a designated official.
- ❖ If and when a report or complaint involves physical injury, the principal or designee will promptly report the incident to the Superintendent.

# Harassment

## References:

- ❖ [SC Policy 6437 Promoting Civil Rights and Prohibiting Harassment, Discrimination and Hate Crimes](#)
- ❖ [SC Policy P6438 Anti-Bullying Policy](#)

# Sexual Harassment

# Sexual Harassment

- ❖ Wachusett Regional School District does not tolerate sexual harassment.
- ❖ Sexual harassment of employees occurring in the workplace or in other settings in which employees may find themselves in connection with their employment is unlawful.
- ❖ Any retaliation against an individual who has complained about sexual harassment, or retaliation against individuals for cooperating with an investigation of a sexual harassment complaint, is similarly unlawful and will not be tolerated.

# Sexual Harassment

## Definition of Sexual Harassment\*

- ❖ Sexual harassment means sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature when:
  - (a) submission to or rejection of such advances, requests or conduct is made either explicitly or implicitly a term or condition of employment or as a basis for employment decisions; or,
  - (b) such advances, requests or conduct have the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, humiliating or sexually offensive work environment

\*As defined [by Massachusetts General Laws, Chapter 151B, Section 1](#)

# Sexual Harassment

Some examples of conduct, which if unwelcome, may constitute sexual harassment are:

- ❖ Unwelcome sexual advances -- whether they involve physical touching or not;
- ❖ Sexual epithets, jokes, written or oral references to sexual conduct, gossip regarding one's sex life; comment on an individual's body, comment about an individual's sexual activity, deficiencies, or prowess;
- ❖ Displaying sexually suggestive objects, pictures, cartoons;
- ❖ Unwelcome leering, whistling, brushing against the body, sexual gestures, suggestive or insulting comments;
- ❖ Inquiries into one's sexual experiences; and,
- ❖ Discussion of one's sexual activities.



# Sexual Harassment

## In addition...

- ❖ School district employees are expected to maintain the highest standards of conduct with regard to students.
- ❖ No employee may engage in verbal or physical sexual conduct toward a student at any time.
- ❖ Every employee is required to report any incident of sexual harassment by another employee, school volunteer, or other adult connected with the District of which the employee has knowledge.
- ❖ An employee who receives a complaint from a student that the student has been sexually harassed is also required to report that complaint. Failure to make any such report will subject the employee to disciplinary action.

# Sexual Harassment

## Reporting Sexual Harassment

- ❖ If any District employee believes that he or she has been subjected to sexual harassment, the employee has the right to file a complaint. This may be done in writing or orally.
- ❖ To file a complaint the employee should contact the Director of Human Resources, Jeff Carlson, or Superintendent of Schools, at 1745 Main Street, Jefferson, MA 01522, (508) 829-1670.
- ❖ These people are also available to discuss any concerns and to provide information about the District's policy on sexual harassment and the complaint process.

# Sexual Harassment

## Sexual Harassment Investigation

- ❖ When the District receives a complaint, a prompt investigation of the allegation occurs in a fair and expeditious manner.
- ❖ The investigation will be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances.
- ❖ If it is determined that inappropriate conduct has occurred, the District will act promptly to eliminate the offending conduct, and where it is appropriate impose disciplinary action.

# Sexual Harassment

## Other Resources

- ❖ Individuals have the right to seek remedy from:
  - ❖ [Massachusetts Commission Against Discrimination](#) (MCAD), One Ashburnham Place, Boston, MA 02108 (616) 727-3990
  - ❖ [Equal Employment Opportunity Commission](#) (EEOC) John F. Kennedy Federal Building, 475 Government Center, Boston, MA 02203, 1-800-669-4000
  - ❖ Regional Office of Civil Rights for the United States Department of Education, 222 John W. McCormack Building, Boston, MA 02109, (617) 223-9662

# Sexual Harassment

## References

- ❖ [WRSD School Committee Policy P5235: Policy Relating to Personnel Management: Sexual Harassment](#)
- ❖ [WRSD School Committee Policy P6434: Policy Relating to Pupil Services: Sexual Harassment](#)
- ❖ [MGL, Title XXI, Chapter 151B, Section 3A](#)

# Bullying Prevention and Intervention

# So what is bullying?

Bullying is defined\* as the repeated use by one or more people of a written, verbal electronic or physical act or gesture that:

- ❖ Causes physical or emotional harm to the victim or to his/her property
- ❖ Places the victim in reasonable fear of harm or damage to his/her property
- ❖ Creates a hostile environment at the school for the victim
- ❖ Infringes on the rights of the victim at school
- ❖ Materially and/or substantially disrupts the education process or the orderly operation of the school
- ❖ Bullying also includes Cyberbullying

\*Source-School [Committee Anti-Bullying Policy P6438](#)

# What is Cyberbullying?

Cyberbullying is bullying through the use of technology or any electronic communication which includes:

- ❖ The transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted by mediums such as electronic mail, Internet communications, instant messages or facsimile.
- ❖ The creation of Web Page or Blog by assuming another's identity.
- ❖ The knowing impersonation of another person as author of posted content.
- ❖ The electronic distribution to more than one person or the posting of material on an electronic medium that may be accessed by more than one person if the distribution or posting creates conditions inclusive of the definition of bullying.



# Bullying Prevention and Intervention

- ❖ It is a violation of District Policy for any student or staff member to engage in bullying or cyberbullying, or for any employee of the Wachusett District Schools to condone or fail to report incidents of bullying or cyberbullying.
- ❖ It is a violation for bullying or cyberbullying to take place:
  - ❖ On and near school grounds
  - ❖ At school-sponsored events
  - ❖ At school bus stops or on school buses or school owned vehicles
  - ❖ Through electronic devices owned by the District

# Bullying Prevention and Intervention

Reports of bullying or retaliation may be:

- ❖ Made by staff, students, parents, guardians or others
- ❖ Given orally or in writing

It is the responsibility of **every** employee of the district to report acts of bullying, cyberbullying or retaliation.

- ❖ Report ASAP to the principal
- ❖ All reports will be promptly investigated

# Bullying Prevention and Intervention

An investigation involves:

- ❖ Interviews with all students involved
- ❖ Collection of evidence including digital or hard copies of electronic communication, web pages, notes, etc.
- ❖ A review of previous disciplinary records
- ❖ Notification to parent(s) or guardian(s)
- ❖ Notification to police if it is believed that criminal charges may be pursued against the aggressor
- ❖ Appropriate disciplinary action

# Bullying Prevention and Intervention

## References

- ❖ [WRSD School Committee Policy P6438: Anti-Bullying Policy](#)
- ❖ [MGL, Title XII, Chapter 71, Section 37O](#)
- ❖ [603 CMR 49.00](#)
- ❖ [WRSD Bullying Prevention and Intervention Plan](#)

# Section 504

# Section 504

- ❖ Section 504 of the Rehabilitation Act of 1973 is a federal non-discrimination statute that prohibits discrimination on the basis of disability.
- ❖ Section 504 contains specific provisions that must be met by any educational entity or program that receives federal funding.
- ❖ WRSD receives federal funding.

# Section 504

- ❖ Section 504 requires that schools provide the accommodations, and in some cases, services, designed to meet the individual education needs of students with disabilities as adequately as the needs of nondisabled students are met.
- ❖ A student who has a physical or mental impairment that substantially limits one or more major life activities is eligible for a 504 plan.
  - ❖ A student does not have to be limited in his/her ability to learn to be eligible for accommodations or services.

# Section 504

- ❖ The 504 Plan is a written statement of the services and/or accommodations necessary to meet the individual education needs of students with disabilities as adequately as the needs of nondisabled students are met.
- ❖ The 504 Plan is developed at a meeting of a group of individuals knowledgeable about the student.
- ❖ Parents must be provided with the opportunity for meaningful participation in the process.



# Section 504

- In addition to the accommodations and/or services identified in the 504 plan, a finding of eligibility entitles the student to:
  - The right to a free and appropriate public education (FAPE);
  - The right to due process prior to a change in placement;
  - The right to additional procedural protections when subject to disciplinary sanctions;
  - Equal opportunities to participate in non-academic and athletic activities.

# Section 504

## References

- ❖ [Section 504, Rehabilitation Act of 1973](#)

The Individuals with  
Disabilities  
Education Act  
(IDEA)

# IDEA

- ❖ The Individuals with Disabilities Education Act (IDEA) entitles eligible students to an individualized program of specially designed instruction and/or related services that are reasonably calculated to provide educational benefit to the student in the least restrictive setting consistent with that goal.
- ❖ A student with a disability who requires specially designed instruction and/or related services to progress effectively in the general curriculum is eligible for IDEA services.

# IDEA

## Definition of an Individualized Education Program (IEP)

- ❖ An annual written statement detailing:
  - ❖ The student's current strengths and weaknesses
  - ❖ Annual goals for the student
  - ❖ The special education services, accommodations and placement necessary to enable the student to progress toward the goals and to make effective progress in the general curriculum
- ❖ Staff are required to enact IEP accommodations once the plan is in place

# IDEA

## References

- ❖ [General Information about IDEA](#)
- ❖ [The Individuals with Disabilities Act](#)

McKinney Vento  
Homeless  
Education

# The McKinney Vento Act

- ❖ Under this act, states must ensure that each homeless child and youth has equal access to the same free, appropriate public education, including a public preschool education, as other children and youths.
- ❖ This includes providing homeless students access to the same educational and related services that all students have access to.
- ❖ Homeless students may not be separated from the mainstream school environment.
- ❖ The intent of the McKinney-Vento Homeless Assistance Act is to minimize the amount of time that homeless children and youth are out of school.



# Who is considered Homeless?

The McKinney-Vento Act defines “homeless children and youths” as individuals who lack a fixed, regular, and adequate nighttime residence. This includes children who are:

- ❖ Sharing housing of other persons due to loss of housing or economic hardship or similar reason;
- ❖ Living in motels, hotels, trailer parks, or camping grounds due to the lack of alternative adequate accommodations;
- ❖ Living in emergency or transitional shelters;
- ❖ Being abandoned in hospitals;
- ❖ Living in public or private places not designed for or ordinarily used as regular sleeping accommodations for human beings;
- ❖ Living in cars, parks, public spaces, abandoned buildings, substandard housing, transportation stations, or similar settings;
- ❖ Unaccompanied youths not in the physical custody of a parent or legal guardian, and not in the custody of a state agency;
- ❖ Migratory and undocumented immigrant children living in conditions described in the previous examples.

# School Selection

- ❖ A McKinney Vento student remains in his or her school of origin unless it is determined that remaining in the school of origin is not in the child's best interest.
- ❖ If it is not in the child's best interest to stay, then the child is immediately enrolled in a new school even if the child is unable to produce records normally required for enrollment.
- ❖ The only initial information a school may require prior to enrollment is an emergency contact.
- ❖ According to federal law, enrollment barriers need to be removed, including any enrollment deadlines, fines or fees, required records for enrollment, including immunization or other required health records, proof of residency, or other documentation, or academic records, including documentation for credit transfer.

# Student Supports

- ❖ Student privacy needs to be protected, including information about a homeless child or youth's living situation. PowerSchool records will not identify students as homeless. Information on living situations is to be shared only on a need-to-know basis.
- ❖ McKinney-Vento students are entitled to equal access to comparable services. This means they are entitled to participate in all school courses, events, and activities.
- ❖ McKinney-Vento students are automatically eligible for the Title I services offered in the district even if they are not enrolled in a Title I school.
- ❖ McKinney-Vento students are entitled to free school nutrition programs without filling out paperwork.

# College Bound Students

- ❖ All McKinney-Vento high school students need to receive information and individualized counseling regarding college readiness, college selection, the application process, financial aid, and the availability of on-campus supports.
- ❖ Independent students do not need to provide parent information on the FAFSA, and an independent student's Federal financial aid package is calculated without the expectation of parental financial support.
- ❖ For more information:
  - ❖ U.S. Department of Education-Homeless Education  
<https://www2.ed.gov/policy/elsec/leg/esea02/pg116.html>
  - ❖ National Center for Homeless Education  
<https://nche.ed.gov/legis/mv.php>

# Homeless Education

## References

- ❖ [WRSD School Committee Policy 6122: Policy Relating to Pupil Services: Homelessness](#)
- ❖ [WRSD School Committee Policy 6123: Policy Relating to Pupil Services: Educational Opportunities for Children in Foster Care](#)
- ❖ [WRSD School Committee Policy 6124: Policy Relating to Pupil Services: Educational Opportunities for Military Children](#)

# Physical Restraint

# Physical Restraint

## Massachusetts - Restraint & Seclusion Regulations and Procedures

- ❖ New Massachusetts Regulations went into effect January 1, 2016\*
- ❖ All staff receive annual training in order to understand prevention techniques as well as to understand the regulations surrounding the application of physical restraint to students
- ❖ We want our students and staff to remain safe in school when involved with difficult behavior

[\\*603 CMR 46.00 - Prevention of Physical Restraint and Requirements If Used](#)

# Physical Restraint

- ❖ Physical Restraint is the direct physical contact that prevents or significantly restricts a student's freedom of movement. It does not include:
  - ❖ brief physical contact to promote student safety;
  - ❖ providing physical guidance or prompting when teaching a skill; redirecting attention; or providing comfort; or
  - ❖ a physical escort.
- ❖ Chemical Restraints are prohibited, which includes the administration of medication for the purpose of temporarily controlling behavior.
  - ❖ Medication prescribed by a licensed physician and authorized by the parent for administration in the school setting is not medication restraint.



# Physical Restraint

Physical Restraint may be used only where:

- ❖ Non-physical interventions would be ineffective
- ❖ The student's behavior poses a threat of imminent, serious, physical harm to self and/or others

Physical Restraint may not be used:

- ❖ As punishment
- ❖ As a response to property destruction
- ❖ In response to a student's refusal to comply with rules/directions unless the non-compliance creates a threat of imminent, serious physical harm

Physical Restraint is an emergency procedure of last resort

# Physical Restraint

Restraint to be administered only by trained personnel (Safety Care or CPI)

- ❖ Must use minimum amount of force necessary in the safest manner possible.
- ❖ Must terminate restraint as soon as possible.
- ❖ State Regulations\* do not prevent a teacher, employee or agent of a public education program from using reasonable force to protect students, other persons or themselves from assault or imminent, serious, physical harm.

\*603 CMR 46.00 Prevention of Physical Restraint and Requirements If Used

# Physical Restraint

## Duration of Restraint

- ❖ Any restraint must terminate as soon as the student is no longer an immediate danger to himself or others, *or* the student indicates that he/she cannot breathe, *or* if the student is observed to be in severe distress, such as having difficulty breathing, or sustains prolonged coughing or crying.
- ❖ If student is to be restrained beyond 20 minutes, staff must obtain approval of Principal.
  - ❖ Approval must be based upon student's continued agitation justifying need for continued restraint.

# Physical Restraint

## Reporting Restraints

- ❖ All staff members must immediately inform the Principal of any physical restraint and must file a written report no later than next school day.
- ❖ Principal must verbally inform the student's parents immediately and must mail or e-mail the parents a written report within three school days of a restraint.
- ❖ Any restraint that results in injury must be reported to DESE within three school days of the restraint.
- ❖ Reporting requirements cannot be waived by the parent/guardian or the IEP Team.

# Physical Restraint

## References

- ❖ [603 CMR 46.00 - Prevention of Physical Restraint and Requirements If Used](#)

# Student's Right to Privacy and FERPA

# Student Privacy

- ❖ The Family Educational Rights and Privacy Act (FERPA)\* is a Federal law that protects the privacy of student education records.
- ❖ The law applies to all schools that receive federal funds, which WRSD does.
- ❖ FERPA gives parents rights with respect to their children's educational records.
  - ❖ These rights transfer to the student when he or she reaches the age of 18 or attends a school beyond the high school level.

[\\*20 U.S.C. § 1232g; 34 CFR Part 99](#)

# Student Privacy

- ❖ Parents or eligible students have the right to inspect and review the student's educational records maintained by the school.
- ❖ Parents or eligible students have the right to request that a school correct records they believe are inaccurate or misleading.
- ❖ Generally, schools must have written permission from parent or eligible student in order to release any information from a student's education record.



# Student Privacy

FERPA allows schools to disclose those records, without consent, to the following parties or under the following conditions:

- ❖ School officials with legitimate educational interest;
- ❖ Other schools to which a student is transferring;
- ❖ Appropriate parties in connection with financial aid to a student;
- ❖ To comply with a judicial order or lawfully issued subpoena;
- ❖ Appropriate officials in cases of health and safety emergencies; and
- ❖ State and local authorities, within a juvenile justice system, pursuant to specific State law.

# Student Privacy

Authorized personnel\* are:

- ❖ Administrators, teachers, counselors and other professionals who:
  - ❖ Are employed by the District or who are providing services to the student under an agreement between the school committee and a service provider; and
  - ❖ Who are working directly with the student in an administrative, teaching, counseling, and/or diagnostic capacity.
- ❖ Administrative office staff and clerical personnel, including personnel who process student data
- ❖ The Evaluation Team which evaluates a student

\*[603 CMR 23.02 Student Records: Definition of Terms](#)

# Student Privacy

## References:

- ❖ [603 CMR 23.00 Student Records](#)
- ❖ [20 U.S.C. § 1232g; 34 CFR Part 99 The Family Educational Rights and Privacy Act](#)

# Universal Precautions

# Universal Precautions

## Bloodborne Pathogens

- ❖ Bloodborne pathogens are infectious microorganisms in human blood that can cause disease in humans.
- ❖ These pathogens include, but are not limited to, hepatitis B (HBV), hepatitis C (HCV) and human immunodeficiency virus (HIV).

# Universal Precautions

Pathogens may be transmitted in a variety of ways, including:

- ❖ Contact with another person's blood or body fluid containing blood
- ❖ Contact with mucous from another person's eyes, mouth, or nose
- ❖ Contact with contaminated sharps or needles

# Universal Precautions

- ❖ Treat all blood and body fluids as if they are contaminated.
  - ❖ Avoid contacting body fluids
  - ❖ Wear disposable gloves
- ❖ Hand washing is one of the most important practices used to prevent transmission of BBP.
- ❖ Dispose of all contaminated material in the proper manner.

# Universal Precautions

What to do if you are exposed:

- ❖ Wash any exposed area thoroughly with soap and water.
- ❖ If blood is splashed in the eye or mucous membrane, flush the area with running water for at least 15 minutes.
- ❖ Report the exposure as soon as possible to your school nurse.



# Universal Precautions

## References:

- ❖ [OSHA Fact Sheet on Bloodborne Pathogens](#)
- ❖ [US Department of Labor Bloodborne Pathogens Overview](#)

Managing Life  
Threatening  
Allergies with the  
EpiPen

# EpiPen Training

- ❖ An EpiPen is an auto-injector that contains epinephrine, a chemical that narrows blood vessels and opens airways in the lungs
- ❖ Epinephrine can reverse severe low blood pressure, wheezing, severe skin itching, hives, and other symptoms of an allergic reaction
  - ❖ Allergic reactions are sensitivities to substances called allergens that come into contact with the skin, nose, eyes, respiratory tract, and gastrointestinal tract.
  - ❖ Many allergic reactions are mild, while others can be severe and life threatening.

# EpiPen Training

- ❖ Most severe allergic reactions occur within seconds or minutes after exposure to the allergen.
- ❖ Symptoms may be confined to a small area of the body, or they may affect the entire body.
- ❖ The most severe type of reaction is called anaphylaxis or anaphylactic shock.
  - ❖ Immediate medical attention is needed for this condition. Without treatment, anaphylaxis can get worse very quickly and lead to death within 15 minutes or less.

# EpiPen Training

## Resources:

- ❖ [EpiPen Facts](#)
- ❖ [MA DESE: Managing Life Threatening Food Allergies in School](#)

# District Roles

- Civil Rights: Jeff Carlson, Director of HR
- Title IX: Jeff Carlson, Director of HR
- Equity Coordinator: Christine Smith, Administrator of SPED
- Homeless Liaison: Brendan Keenan, Director of SEL
- Section 504: Brendan Keenan, Director of SEL
- ELE Coordinator: Jodi Brunelle, ELE Specialist
- District Nurse Leader: Amy McGeary

# Authorization of Completion

Congratulations! You are almost done. There is one final step to complete your training, and that is to click on the link below so we can collect your name and school. Thank you!

[Authorization of Completion Survey](#)